

CALLED EDGEFIELD COUNTY COUNCIL MEETING
June 14, 2006

The Edgefield County Council held a Called Meeting on Wednesday, June 14, 2006, in the County Council Chambers, 225 Jeter St., Edgefield, SC. The purpose of the meeting was to discuss personnel policies, and to hold the third and final reading of Ordinance No. 05-06-577.

Members present

C. Monroe Kneece, Chairman
Willie C. Bright, Vice Chairman
Norman Dorn, Councilman
Joel D. Hudson, Councilman
B. Everette Kitchens, Councilman

Others present

Wayne Adams, County Administrator
John Byrd, County Attorney
Lynn Strom, Finance & Budget Manager
Lee Ann Anderson, Personnel Director
Barbara Stark, Clerk to Council
and others as per list attached

Chairman Kneece called the meeting to order and welcomed everyone attending the meeting.

Motion was made by Councilman Kitchens, seconded by Councilman Bright, to approve the third and final reading of Ordinance No. 05-06-577, "An Ordinance Amending Title XV, Chapter 152 of the Edgefield County Code of Ordinances to Establish a Rural-Residential Development Zoning District, to Specify Uses Permitted Therein, and to Determine those Tax Map Parcels Included within its Boundaries", as amended. Motion carried unanimously.

An agenda was passed out an agenda of points to be addressed concerning personnel policies and compensation that are to be addressed. This topic was brought up at the second reading of the FY 2006-07. Council was in agreement that personnel costs are by far the greatest cost of the budget and this area needs examining. A power point presentation was held. The department heads in attendance was told the presentation would be e-mailed to them the next day.

Items discussed:

- Merit base salary increases
- Health insurance costs
- State retirement costs

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- Leave benefits (vacation time)
- Paid time off (PTO) (combines all leave into one single program)
- Forty-hour workweek (some departments work 40 hours)
- Cross-training (this has been done in the past in an office)
- Total cost incurred each year (do not rely on employee to absorb \$100,000 on insurance)

Councilman Kitchens

I am concerned about the cost or the increase in the total cost we are incurring every year. We do not want to get to the point that we have to rely on the employees to absorb this \$100,000 that we just got for insurance. There is a lot of stuff that we are going to have cut somewhere and, you know, for thirty five (35) hours a week if this could be where you have employees that would work from one office to another when they are needed. I am not saying that we need to go out and fire fifteen (15) people – I am not advocating that at all, but we have to get a handle on our costs. If the employee benefits and hours that the employees are working can't do it, then we need to look elsewhere. Maybe you all have some suggestions of where we can look.

We can't get the cost by cutting out those \$100,000 items or those \$50,000 items – we have to start with the pencils, the gem clips, and those kinds of things. I think we are just before getting into an austerity program. Our growth of the county is flat – not getting any growth. Every time we need more money we raise taxes. Maybe there could be some suggestions of what we can do.

Councilman Dorn

Mr. Adams, what would happen if an employee would want to be re-evaluated, he may feel that he did not what he felt he should have.

Mr. Adams

Generally speaking, an employee evaluation is not a grievance situation. You do not go to the grievance board if you disagree with your evaluation. The employee can certainly make comments, ask questions, discuss it, ask how they can improve, but they cannot go in and say "I deserve something better" and then ask, for instance, the grievance committee to vote on it because it still has to be that supervisor's call as far as what that employee's value is to that department.

Mr. Dorn wanted to know who would evaluate the supervisors. The administrator evaluates the department heads. The elected officials and those appointed by the governor were given a four percent increase recommended through the court administration without any evaluation because it is not practical to evaluate an elected official. We do not have the ability to do that.

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Mr. Adams stated that if an employee wants to talk with him about their evaluation and that employee works for someone that is appointed by the administrator, they can certainly do that but they cannot take it before a grievance committee.

There being no further discussion, motion to adjourn was made by Councilman, seconded by Councilman Hudson.

C. Monroe Kneece, Chairman

Willie C. Bright, Vice Chairman

Norman Dorn, Councilman

Joel D. Hudson, Councilman

ATTEST

Barbara R. Stark, Clerk to Council

B. Everette Kitchens, Councilman